

to the struggle for men's minds throughout the world.

The vital character of each of these interests is clear. The importance of job security to employees hardly needs underlining.² And one of the primary purposes of trade unionism has always been to promote job protection.³ This function is particularly crucial in the building industry because of seasonal and other changes in construction activity and the absence of any single long-term employer for the particular employee. Employees in widely differing industries have reacted to the threat posed by job insecurity in a variety of ways, including:

Formal and informal restrictions on the amount of work an employee may do in order that the employees do not "work themselves out of a job," a danger which can affect the livelihood of each member of the group;

Refusal to work on prefabricated materials which pose a threat to jobs or to utilize technological devices such as paint rollers which might eliminate the need for labor;

Use of influence to obtain legislation requiring standards of various

kinds which maximize the amount of labor needed—of which the "full crew laws" in the railroad field are an example;⁴

Inclusion of restrictions in union laws and constitutions dealing with who is to be allowed to do particular types of work and how it is to be done;

Limitations of various kinds on the possibility of outside employees competing for scarce jobs;⁵ and

Efforts to compensate for periods of lack of availability of work, including seasonal slack periods, by obtaining high hourly wage rates for work performed.

Government Action Unsuccessful

Governmental action has been attempted from time to time to break up these practices, *but it has not been accompanied by any substitute means of assuring job security to the employees involved.*⁶ Perhaps in part for this reason, it has proved unsuccessful.⁷ On the other hand, in several industries in different situations, ways of protecting employees threatened with job loss due to technological change have been worked out so as to permit an end to practices otherwise con-

² For historical background, see Barnett, *Machinery and Labor*, 1926. Job insecurity is a particularly important problem in construction. In March 1967, 7 per cent of carpenters and other construction craftsmen and 16.3 per cent of construction laborers, as compared with 3.9 per cent in all industries on the average, were unemployed. *U. S. Dep't of Labor Employment and Earnings and Monthly Report on the Labor Force*, No. 13, April 1967, p. 15.

³ See Selig Perlman, *A Theory of the Labor Movement*, 1928.

⁴ *BLE v. Chicago, Rock Island & Pacific R. R. Co.*, 382 U. S. 423, 53 LC ¶11,011 (1966).

⁵ See the facts involved in *CTU Radio Officers Union AFL v. NLRB*, 347 U. S. 17, 25 LC ¶68,111 (1954); *James v. Marinschip Corp.*, 25 Cal. 2d 721, 155 P. 2d 329, 9 LC ¶62,475 (1945).

⁶ For example, 61 Stat. 140 (1947), 29 U. S. C. Sec. 158(b)(6) (1964): "... It shall be unfair labor practice for a labor organization or its agents ... to cause or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other thing of value, in the nature of an exaction, for services which are not performed or not to be performed." See also 60 Stat. 89 (1946), 47 U. S. C. Sec. 506 (1964) (restriction on requiring payment for work not "needed" in broadcasting industry).

⁷ See *American Newspaper Publishers Assn. v. NLRB*, 345 U. S. 100, 23 LC ¶67,436 (1953); *NLRB v. AFM, Local 24 (Gamble Enterprises)*, 345 U. S. 117, 23 LC ¶67,437 (1953); *United States v. Petrillo*, 75 F. Supp. 176, 14 LC ¶64,243 (DC Ill. 1948).